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USAREC

December 1992

Recruiter Journal



CG's Holiday Message — page 2



Santa Visits USAREC

Editor's note: This poem, based on "A Visit from Santa" by Clement C. Moore, appeared last year in the Columbus Gold Badger. We enjoyed it so much that we wanted to share the spirit with the rest of USAREC.

T'was the night before Christmas,
when all through the Battalion
not a recruiter was stirring
not even in Galion.

Production figures were counted
in Operations with care
in hopes that mission box
soon would be there.

The DEPer's were nestled
all snug in their beds,
while visions of Basic danced
in their heads.

The XO in his civvies
and I in my cap,
had just settled our greens
for a long winter's nap.

When up from Brigade
there arose such a clatter,
I sprang to my office
to see what was the matter.

Away to the mandex
I flew in a flurry,
tore open the cover,
reviewed stats in a hurry.

The computer was shining
on the carpet like snow,

and gave a luster like mid-day
to correspondence below.

When what to my wondering eyes
should appear,
but a mini G-O-V
and eight tiny reindeer.

With a little First Sergeant
so lively and quick,
I knew in a moment
it must be St. Nick.

More rapid than civilians
his recruiters they came,
and he whistled and shouted
and called them by name:

"On Baker, on Williams,
On Craddock and Dodds,
On Freeman, on Jacobs,
On Simpson and Boggs!

"To the top of the porch
to the top of the wall!
Now find a lead, find a lead,
find a lead all!"

And then in a twinkling
I heard on the roof,
the prancing and pawing
of jump boots aloof.

As I drew in my head
and was turning around,
down the chimney St. Nicholas
came with a bound.

He was dressed all in camos
from his head to his boot,
and his BDUs were all tarnished
with ashes and soot,

A bundle of quality contracts
he had flung on his back.
He looked like an RTNCO
with a rucksack.

His eyes, how they twinkled.
His dimples, how merry.

His cheeks were like roses,
his nose like a cherry.

His droll little mouth
was drawn up like a bow,
and the beard on his chin
was as white as the snow.

A chaw of tobacco
he held tight in his jaw.
(He quit smoking last New Year's
to comply with the law.)

He had a round face
and a little round belly,
that shook when he laughed
like a bowl full of jelly.

He was chubby and plump—
a right jolly old elf;
so I dropped him for 50
and laughed to myself.

A wink of his eye
and a twist of his head
soon gave me to know
I had nothing to dread.

He spoke not a word,
but went straight to his work,
filled the stockings to Volume;
then turned with a jerk.

And laying a finger
aside of his nose,
having given us mission box,
up the chimney he rose.

He sprang in his sleigh,
to his team gave a whistle,
said, "You're right on your mark,
like a Patriot missile."

But I heard him exclaim,
ere he drove out of sight:
"With all these great contracts,
the New Year's off right!

**"Happy Christmas to all,
and to all a good night."**

FLARE

USAREC Recruiter Journal

December 1992

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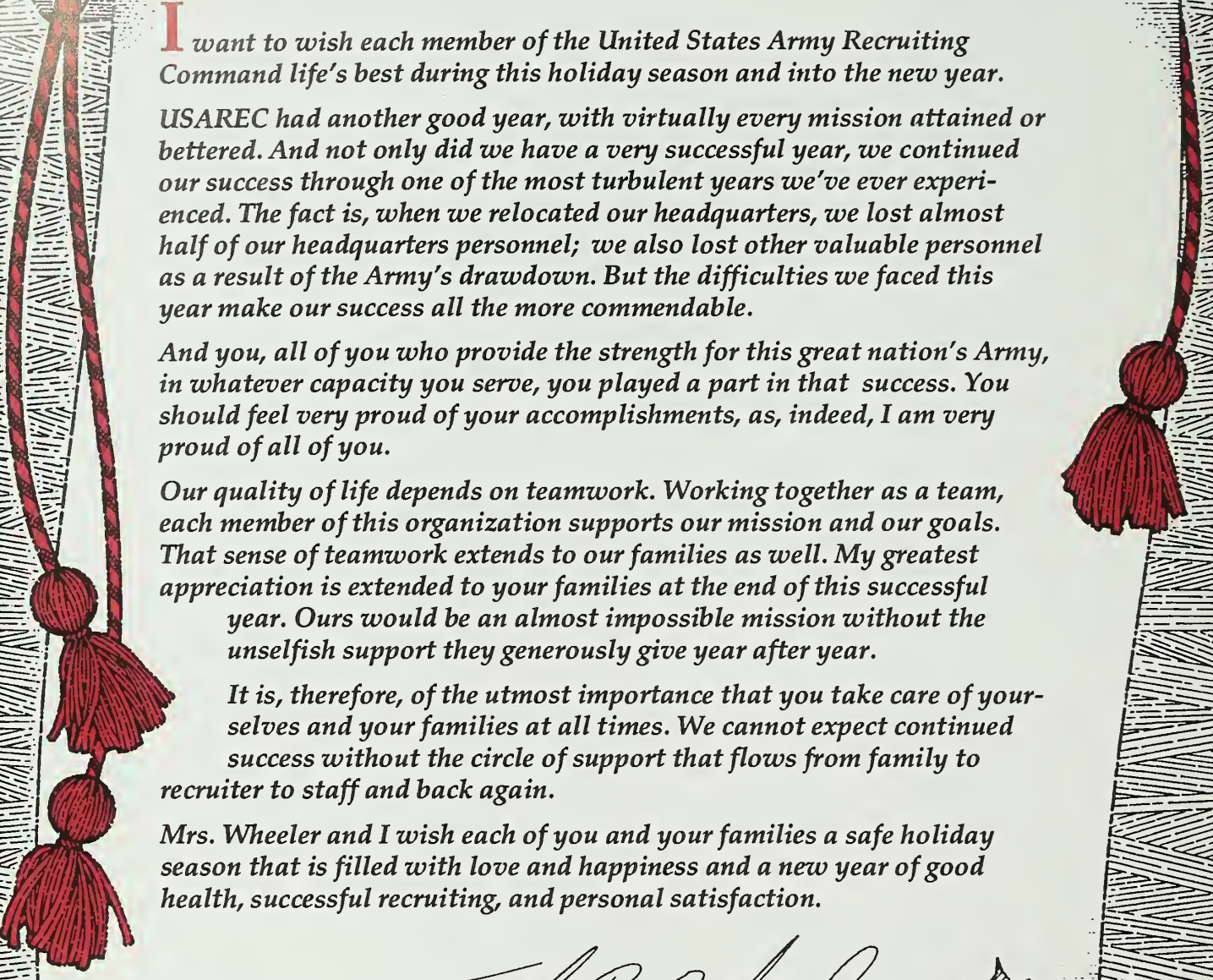
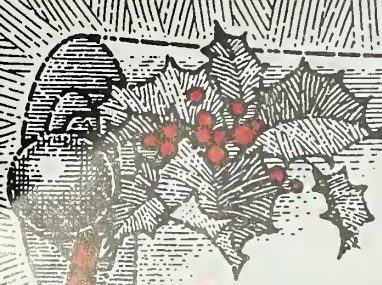
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I want to wish each member of the United States Army Recruiting Command life's best during this holiday season and into the new year.

USAREC had another good year, with virtually every mission attained or bettered. And not only did we have a very successful year, we continued our success through one of the most turbulent years we've ever experienced. The fact is, when we relocated our headquarters, we lost almost half of our headquarters personnel; we also lost other valuable personnel as a result of the Army's drawdown. But the difficulties we faced this year make our success all the more commendable.

And you, all of you who provide the strength for this great nation's Army, in whatever capacity you serve, you played a part in that success. You should feel very proud of your accomplishments, as, indeed, I am very proud of all of you.

Our quality of life depends on teamwork. Working together as a team, each member of this organization supports our mission and our goals. That sense of teamwork extends to our families as well. My greatest appreciation is extended to your families at the end of this successful year. Ours would be an almost impossible mission without the unselfish support they generously give year after year.

It is, therefore, of the utmost importance that you take care of yourselves and your families at all times. We cannot expect continued success without the circle of support that flows from family to recruiter to staff and back again.

Mrs. Wheeler and I wish each of you and your families a safe holiday season that is filled with love and happiness and a new year of good health, successful recruiting, and personal satisfaction.

Jack C. Wheeler



Platoon sergeant training

■ After initial training of the BLT, CLT, RTs and platoon sergeants the Baltimore and Harrisburg Battalions have moved forward into final training of recruiters and initiation of the system. The Cleveland Battalion has come on board and initial training has been completed, with final training and initiation at the end of November.

San Antonio and Portland Battalions are scheduled to begin initial training in early December and should be fully on line by Christmas. So far the Nashville Battalion, which was the first to start the platoon sergeant system, is going strong and continuing to excel.

FY 92 one of Army's safest ever

■ The Army continued its downward trend in total accidents, injuries and fatalities for FY 92, according to Army safety officials. It was the safest year on record for all safety categories except for privately-owned vehicle fatalities.

Officials at the U.S. Army Safety Center attribute the trend to continued command emphasis on safety, integration of safety programs such as risk management, continued force quality improvements and the downsizing of the Army. Privately-owned vehicle accidents continue to be the biggest killer of soldiers, officials said, which caused 146 fatalities in the reporting period.

ARNEWS

Volunteers to see more reimbursements

■ Volunteers working in support of certain Army programs can now be reimbursed for more of the work-related expenses they may incur, according to U.S. Army Community & Family Support Center officials.

Expenses related to volunteers' work supporting Army Community Service, unit family support groups or installation mayoral programs can now be reimbursed for mileage expenses, dining facility surcharges, telephone bills and newsletter reproduction. Previously, volunteers were authorized reimbursement for training travel and child care only.

The revisions are outlined in interim changes to AR 215-1, Morale, Welfare and Recreation; and AR 608-1, Army Community Service (ACS) Program. (From a CFSC release.)

ARNEWS

Presidential Classroom opens doors

■ About 350 high school students from across the United States and

abroad will meet in Washington as Presidential Classroom kicks off its 1993 session Jan. 16. Presidential Classroom, a non-profit, non-partisan educational organization endorsed by the White House, offers several civic education programs for outstanding high school students.

Ten groups of about 350 students each will meet for one-week sessions. Volunteer instructors from education, civil service, the military and the private sector will review lawmakers' presentations and other curriculum materials with the students, as well as encourage, challenge and support the high-schoolers.

As volunteers, instructors receive no pay for their services. However, many receive administrative leave and air fare from their employers, with lodging for the week provided by the Classroom. For more information, call 1 (800) 441-6533, or in the Washington metropolitan area, (703) 683-5400.

ARNEWS

CONAP Stats

Brigade	Agreements for 1-31 Oct 92	Total CONAP Agreements
1st	185	1,597
2d	298	3,268
5th	255	1,585
6th	80	519

Law protects servicemembers' household goods during shipment

■ New legislation protects servicemembers from commercial carrier bankruptcy during the relocation of household goods to new duty stations. The law, proposed by the Military Traffic Management Command, forbids carrier liens on servicemembers' property during carrier disputes over payments, according to MTMC officials.

Servicemembers' property "has often been wrongfully detained by parties who claim a lien on the property," said Bill Merrigan, an MTMC attorney. The law "should prove highly beneficial to servicemembers who have suffered from carrier disputes." A similar law was passed addressing the shipment of privately owned vehicles.

(ARNEWS, from MTMC release)

Survey tracks soldiers' use of alcohol and drugs

■ Alcohol still remains the drug of choice among soldiers, according to a 1992 DoD worldwide survey, though trends indicate a decline in its use. More than 16,000 servicemembers participated in the anonymous survey, nearly one-third of those were soldiers. The Army statistics show an increase, since 1988, in non-drinkers from 17.1 to 21.8 percent, and a decline in moderate drinkers from 19.5 to 17.2 percent.

Trends show that non-medical drug use among the military is declining, with 3.4 percent of the military reporting use within the

past 30 days. Cigarette smoking decreased for the second consecutive survey period. Eighteen percent of soldiers reported smoking a pack a day in 1992, down from 22.8 percent in 1988. One in five reported using smokeless tobacco. All services showed a high level of knowledge about AIDS, correctly answering 90 percent or more of a variety of factual questions. About two percent of those surveyed reported having symptoms that suggest they need help with a gambling problem.

ARNEWS

Army joins fight to help youth stay in school

■ A partnership that will address the needs of troubled young people and their families took a step forward Oct. 20 with the signing of a "memorandum of understanding" between the Army and the nation's largest non-profit dropout-prevention program. Secretary of the Army Michael P.W. Stone presided over a Pentagon ceremony in which William E. Miliken, president of Cities In Schools, Inc., praised the efforts of the Army in joining forces with the organization.

"This partnership," Stone said, "will focus on the sharing of Army expertise in training and educating America's disadvantaged youth. It also will give Army alumni new opportunities to continue serving the nation." The memorandum calls for Army officials to make soldiers aware of CIS opportunities. In turn, local CIS directors will be encouraged to employ former soldiers in the organization's programs. Cities In Schools is registered in the Army

Employer Network Database of the Army Career and Alumni Program.

ARNEWS

More than 25,000 soldiers to depart Europe in FY 93

■ More than 25,000 soldiers will redeploy from Europe in FY 93 to reach the drawdown goal of 92,200 soldiers, U.S. Army Europe officials said. As of Sept. 30, the Army force in Europe stood at 17,260 soldiers. During fiscal 1992, 67,960 troops — the equivalent of 125 battalions — withdrew from Europe, and 168 installations were closed, officials said. Among the units to leave Germany were the 2nd Armored Cavalry Regiment, 3rd Armored Division, 8th Infantry Division, 2nd Armored Division and VII Corps. About 45 battalion-equivalent units will withdraw from Europe during fiscal 1993, and 131 more installations will close, officials said.

More than 95,000 soldiers have redeployed to the United States since the drawdown began in September 1990.

ARNEWS, from a USAREUR release

Chief deems Army civilians indispensable

■ In a recent message to the Army leadership, the service's chief of staff, Gen. Gordon R. Sullivan, focused on how much the Army values its 400,000 civilians.

"In recent times," he said, "our civilians have taken on more of the work load in responding to demands placed on the Army's resources. For instance, without the

more than 2,000 civilians who answered our nation's call during Operations Desert Shield and Desert Storm, we might not have been so successful.

"Gulf War veterans say that many of the combat soldiers could owe their lives to the DA civilians who helped maintain equipment by speeding up the process of getting parts and other support from 60 logistics agencies Army-wide."

"And there's no more fitting time than now for all of us to express our confidence in, and appreciation for, the contributions of our Department of the Army civilians. Their teamwork tells it all; they've been with their military colleagues every step of the way."

ARNEWS

AFAP Planning Conference aims at Army QOL

■ More than 250 Army representatives recently focused on improving the quality of life for soldiers and their families in the annual Army Family Action Plan Planning Conference, held Oct. 19-23 in Vienna, Va.

Maintaining a "family-friendly" military is a "sound strategy for attracting and retaining quality personnel," said Christopher Jehn, DoD's top personnel official.

Jehn explained that the Department of Defense supports family initiatives, reaffirms family centers, encourages self-reliance and is committed to keeping families informed. "We will give you the necessary tools to maintain the quality of life," he said.

Representing a wide spectrum of special interests, conference delegates included 44 soldiers, 65 family members, two youths, 14

single soldiers, seven retirees and 12 Army civilians. The delegates were divided into 10 work groups, which discussed issues covering relocations, force support, employment, children's concerns, medical entitlements and consumer services.

ARNEWS

Life-insurance coverage rises

■ Soldiers now may elect as much as \$200,000 in life-insurance coverage — double what they get by automatic enrollment — thanks to legislation recently signed by the president. The monthly premium for electing the maximum coverage under the Servicemen's Group Life Insurance program will be \$16. Provisions of the new legislation, known as the Veterans Benefits Act of 1992, will take effect Dec. 1. As of April 1, 1993, proof of good health will be required to obtain this higher coverage.

ARNEWS

FY 93 Senior Enlisted Release Board cancelled

■ The Senior Enlisted Release Board will not convene as scheduled in fiscal 1993, according to personnel officials. The board was intended to target a number of sergeants major and command sergeants major with 25 to 28 years of service for early retirement, but was cancelled due to a sufficient number of voluntary retirements in those grades, officials said. Officials added that the SERB will remain an option for the Army's downsizing efforts in future years.

ARNEWS

SASVAB goals for SY 92-93

■ USAREC's goal for school year (SY) 91-92 was to test 349,524 juniors/seniors with the Student Armed Services Vocational Battery (SASVAB). We tested 340,921 juniors and seniors for a 97.5 percent achievement.

COL Stewart K. McGregor, USAREC chief of staff, passes on his congratulations for a "job well done" to all of the Army recruiters and education services specialists who played a major role in the success of the program. USAREC is committed to providing a quality Army and will continue to extend the same effort into the Department of Defense Student Testing Program for SY 92-93.

USAREC's goal for SY 92-93 is to SASVAB 325,346 Jrs/Srs:

1st Brigade	- 62,691
2d Brigade	- 117,526
5th Brigade	- 87,215
6th Brigade	- 57,914

McGregor approved the brigade commanders' recommendations.

Brigades are more likely to succeed with SASVAB testing goals if they are actively involved in the development of the USAREC goal. We encourage the promotion of SASVAB testing to the fullest extent possible. SASVAB testing provides the recruiter with "pre-qualified" lead lists. With the addition of Dr. John Holland's "Self-Directed Search" to SASVAB 18/19, we feel that we have the finest product of its kind available on today's market at no additional charge to the schools.

The POC is Mr. William Orr, HQ USAREC, A&PA Education Div, DSN 464-0520 or (502) 624-0520.

Achieve success through goals

We know that GOALS lead to success. While goal setting is most vital to success, it is only the beginning. Goals can often be left behind unachieved if you don't know how to work toward their accomplishment. In this article, let's outline 11 steps for you to follow in successfully drafting and working toward the accomplishment of your goals.

Step One: It must be intensely desired. A burning desire is always the starting point of great accomplishment. It is personal in that you cannot want it for someone else, and someone else cannot want it for you. If you set a goal for your battalion to be the best in the brigade, that goal is for the battalion. To make the goal personal, you must establish one that is personal and for you only.

Be honest with yourself when setting a goal and in determining what it is that you really want, what you really have, and what you really do.

Step Two: Make it believable and achievable. A person may set a goal to run a complete marathon, but if that person never has run before, the marathon might not be believable or achievable. First, you must run a mile, then you progress to 2 miles. Finally, the full marathon can be achieved.

It is essential that you do not let it defeat you in the beginning. Therefore, it must have a 50/50 probability of success. Make it so you can see it. As you near it, adjust it and aim at the next logical step on the road to accomplishment. Only by taking it one step at a time can you really go as far as you can go.

Step Three: Write it down. This is very important since only 3 percent of the population write down goals. When you write a goal down, you make it concrete. You awaken your subconscious, and it suddenly realizes that you mean business.

The primary reason people don't write goals down is because they have a fear of failure. They don't want to make a commitment, and by not writing a goal down

allows the commitment to be avoided. This part of goal achievement separates the winners from the losers.

When writing a goal down, make it clear. Make it specific. Use vivid language to make it real in your mind.

Step Four: Why do you want to do it? Ask yourself this question. Ask yourself how you will benefit from the goal. List your answers as your reasons why. Your goals may change as you adjust them, but your reasons why will always remain the same.

The more reasons you list, the more likely it is that you will achieve your goal. Your reasons, by being personal for you, create more desire by adding fuel in the furnace of achievement. Listing your reasons also intensifies your faith, your belief, and your convictions that the goal is achievable.

Step Five: Analyze your position. You don't want to launch your rocket until you know from where it is to be launched, so write down where you are starting. Be specific. List your strengths and weaknesses. If your goal is to improve your conversion ratio and to be more effective in your sales, list how many calls are required to schedule an appointment. List how many appointments must be conducted to get the contract. Understand where you are right now so you can set realistic goals.

Step Six: Set a deadline. By what date will you achieve this goal? A goal without a deadline is not really a goal but an exercise in delusion. Setting this deadline establishes a time frame for your goal achievement.

Once a deadline is set for your total goal, set mini-deadlines for the various steps along the way to the total goal's achievement. If you have a one year goal, set four quarterly goals or 12 monthly goals. Set weekly goals and even daily goals. Establish deadlines and stick with them.

It helps to also establish a reward schedule. Give yourself a reward any time you achieve a mini-deadline

or reach a new step toward achieving your goal. This reward schedule is satisfying, and it helps to provide you with self-motivation to achieve your total goal.

Step Seven: Identify the obstacles. Obstacles mean success. There is no success without them. Yet, sometimes the obstacles can make the goal seem out of reach. So list every obstacle that you can anticipate on your way to achieving your goal.

Once you have them listed, indicate the priority of each obstacle, which is number 1, which is number 2, etc.? Tackle and remove the obstacles one at a time beginning with the number 1, then number 2, etc. Remember, obstacles are not there to obstruct you in achieving your goal. Instead they are there to instruct you in the right direction to achieve your goal.

Step Eight: Identify the additional knowledge that you will require. We live in a knowledge based society. There's no question about that. No matter what it is that you're going to accomplish, you will need more knowledge than you have now. There are two ways to gain knowledge. First, you can experience original knowledge when you learn first hand from your own experiences. The second way is to acquire knowledge from others. Identify what knowledge you need to accomplish the goal and set priorities on that knowledge. Identify the critical skills you need, then seek the knowledge to acquire those skills.

It has been said that one way to reach your goals and become successful is to ask your way to success. Do not be afraid to learn from the experiences of others.

But most importantly, acquiring the knowledge you need will catapult you toward your goal.

Step Nine: Identify the people whose help you will need. Identify the people, the groups and/or organizations whose cooperation you require in order to achieve your goal. The Law of Over Compensation says that you should always do more than you're paid for; always go the extra mile. Your rewards toward achieving your goal will be overwhelming.

Step Ten: Make a plan. List everything you will have to do to achieve your goal. Set priorities on each activity and determine how much time you will need to accomplish that activity. (In this way, you will be able to set mini-deadlines that will lead to the accomplishment of the overall goal.)

Then take action. Get going on your plan! Continually revise your plan and reach your goal!

Step Eleven: Back up your plan with determination and persistence. Persistence is really placing your self-discipline into action. Resolve in advance to never, never give up!

"All our dreams can come true — if we have the courage to pursue them."

— Walt Disney

Training Tips

Question: How can I use goal setting to determine the major direction for my efforts?

Answer: A sense of balance is important when setting goals. You should have three to five goals in each of the following areas:

- Personal/family
- Business/career
- Self-improvement

Using the guidelines presented in Training Tips, Nov 92, and in the Pro Talk article this month, write three to five goals for each of these three categories.

Now, go back over all the goals you have identified and select just one, the goal that is most important to you in achieving success than any other single goal. This goal should be measurable, specific, and tangible; it then becomes your MAJOR DEFINITE PURPOSE, the primary direction for your efforts right now.

Army Employer Network

As an integral part of the Army Career and Alumni Program, the Army Employer Network (AEN) is a database that connects America's employers and Army alumni. Businesses that choose to become members of AEN have a pool of goal-oriented potential applicants for employment. These applicants offer proven work skills and abilities. Also, AEN serves as a research tool for Army alumni accessing the database to facilitate their job search efforts. There is no charge for employer registration or client use.

The AEN database contains the following information:

- The names, addresses and telephone numbers of employers along with the titles of occupations existing within the organization, hiring requirements and appropriate points of contact.
- An electronic listing of near-term vacancies called HOT LEADS.
- A job hotline directory cataloging employment information telephone numbers.

- Public sector employment agencies as well as professional and trade association organizations providing employment assistance services.

This information is disseminated bi-weekly to all 55 Job Assistance Centers worldwide.

Businesses enrolled in the AEN agree to support ACAP by considering transitioning Army soldiers, Department of Army civilians, and their family members for employment. They agree to allow employees to participate in Army National Guard and Reserve Programs. Also, these businesses sustain an Equal Employment Opportunity Program.

Through the coalition building efforts executed throughout the command, battalion and company commanders are spreading the word on the benefits available from enrollment in the AEN to their local business communities. Several battalions have hosted large scale COI events that have served as a vehicle to make local businesses

aware of ACAP and in particular AEN. There has also been support from local and state officials for the program. Through the efforts of LTC Frankie L. Moman, the Tampa Battalion commander, the Governor of Florida signed a proclamation declaring October 1992 to be Army Employer Network month.

As of Oct. 1, 1992, CLTs have the mission to enroll at least three businesses per quarter. Registration forms should be consolidated at the battalion operations section and forwarded to the ACAP contractor, Resource Consultants, Inc., for processing. Local ACAP offices can also assist in providing information on potential businesses.

The potential dividends from this program are great and the efforts of the BLTs and CLTs directly contribute towards these dividends.

For more information on the Army Employer Network, call CPT Vanessa Boyer, 1-800-223-3735, extension 4-0502.

Sir, how are we doing?



Editor's note: The following is a condensed version of the CG's annual State of the Command address, given to HQ USAREC personnel at Fort Knox on November 20, 1992.

Well, it's been a challenging and successful year for us, hasn't it? A great year in terms of recruiting the highest quality Army in the history of the Army Recruiting Command. A not so good year on some other fronts, with personnel turbulence as we downsized more old friends at five battalions and the 4th Brigade and lost many long-time civilian employees as we relocated our headquarters to Fort Knox.

On the production side, this has been another record year for USAREC for both Regular and Reserve recruiting. Regular Army recruiting had the best year in the history of the command, by contracting 100 percent HSDG for the first time ever for RA. And quality levels were at records highs — a magnificent accomplishment! None of this just *happens* — these marks are a tribute to

the dedication and professionalism of everyone within the command.

Our Reserve recruiters also wrote history in FY 92 with the best quality ever accessed. With a mission of 52,500 USAR recruiters achieved 101 percent volume and 98 percent HSDG. Many said that we could not get the quality marks for the Reserve as high as those for the Active Army, but, as you can see, they were wrong. You have recruited in your likeness — a superb job by super recruiters!

An area that we found extremely *challenging* in FY 92 was the nursing program. We did very well with the Army Nurse Candidate Program mission, but only achieved 86 percent of RA and 91 percent of the USAR mission. It's a tough market, but we must meet the challenge.

Special Missions excelled, achieving 100 percent of its warrant officer flight training (WOFT) mission and over-achieving in special forces, contracting 2,006 against a mission of 1,811 for 111 percent. A dynamite job, by dynamite recruiters!

Now, good people, we prefer to keep things positive and think good thoughts. However, you know that into everyone's life, a little rain must fall. Although the total number of Enlistment Standards Directorate's investigations continues to drop over time, the bad news is that we still have recruiters out there who haven't gotten the message to recruit with absolute integrity. The good news



United States Army Recruiting Command
Army - Service of Choice for
America's Youth and Employers



12-Year Winning Streak

★ Regular Army Accessions

- Mission: 75,000
- Achieved: 77,500 (103%)
- HSDG/I-III/IV Goals: 95/67/2
- HSDG/I-III/IV Achieved: 100/78/0.4

is that, with brigade and battalion involvement, overall allegations of impropriety are down substantially.



While this is, indeed, good news, I've got to share with you the one category that really concerns me. This year we have seen a significant increase in irregular testing. Normally, we have one large ringer case per year; this year we had three. *This absolutely and unequivocally must stop.*

Personnel Turbulence

Turning to personnel issues, FY 92 was a year of turbulence for the Army and for the Recruiting Command. Several early-out programs weakened the recruiting foxholes and leadership teams, as 305 enlisted soldiers took advantage of VSI or SSB and 158 officers took early-outs.

Assigning AGR hiring packet missions to the battalions greatly helped the AGR foxholes. Despite a reduction of 141 authorizations during the year, our assigned strength actually increased by 272.

Build-down continued, as we closed five more battalions and the 4th Recruiting Brigade cased its colors. As a result, the remaining 42 battalions and four brigades were realigned and reorganized.


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Personnel Turbulence



- ✱ **305 Enlisted Soldiers Took VSI or SSB**
- ✱ **158 Officers Took Early-outs**
- ✱ **AGR Strength up from 1383 to 1655**
- ✱ **Phase IV Realignments**
- ✱ **47% Turnover of Headquarters Staff**

Lastly, the USAREC headquarters completed most of its move to Fort Knox without too much disruption, but 47 percent of the civilian and military staff did not make the move. The majority of vacancies have already been filled to keep support to the field strong and efficient.

Managing the Strength

Relief cases dropped dramatically in FY 92, which is always a good statistic. It shows the retention of key recruiter experience.

However, to manage a rapidly transitioning force and to keep the foxholes filled with qualified recruiters in order to overcome a 4th quarter mission increase, we had to extend some of our detailed recruiters. Those who were scheduled to depart July to September were extended for 90 days.


United States Army Recruiting Command
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Managing the Strength

- ✱ **Decrease in Relief Cases**
 - 702 in FY 91
 - 287 in FY 92
- ✱ **Extended Detail Recruiters**
 - For 90 Days
 - To Help with 4th Quarter Mission
- ✱ **Recruit the Recruiter**

An all-volunteer recruiting force is developing through the fine efforts of the Recruit the Recruiter team. We have enjoyed an initial success with 117 volunteer graduates already serving throughout the country. As the program grows, less detailing of recruiters will be necessary.

Caring for Families

With recruiters come families, and we made some great strides with family support in FY 92.

- Full-time Family Service Coordinators were authorized for each battalion effective 1 Oct 91.
- Family support groups have taken off full-swing with company emphasis, funding and training.
- Spouse welcome packets are now available for incoming families.
- The recruiter expense allowance was increased to \$75.
- Quality of life is being emphasized at the schoolhouse.
- Child care funding for reimbursing family members engaged in volunteer work or official business for the recruiting effort, to include family support group activities, was approved by HQDA.
- Each recruiting brigade is now authorized a chaplain and a chaplain's assistant. They will provide pastoral care to our soldiers and their families and will initiate a training program for commanders, supervisors, and family members concerning family advocacy issues.

FY 93 —

A New Beginning



FY 92 was indeed a landmark year for the Recruiting Command. A truly superb performance by superb recruiters, support personnel and civilians — all with the strong support of their spouses and families. The quality

marks of FY 92 are the benchmarks for future recruiting — a pinnacle for all to recognize and strive to emulate. All of you are to be congratulated for a job well done!

In FY 93, the Command faces increased challenges in view of the ever-changing national and global scene, as well as changes internal to the Army. But we are poised and ready to take on all challenges. A new command structure and new headquarters location trumpets a new beginning as we set our course for the 21st century.

USAREC's 12-year streak of mission accomplishment *will not be broken*. But it won't be easy. The implementation of VSI and SSB has created serious personnel shortages for our Army. The Army finished FY 92 significantly below authorized end strength, which makes this command's success vital to the health of the Army.

We must stand and answer the call. The Army and the nation are counting on us.

Always Leaning Forward

The Reserve mission is 42,600 with 95 percent HSDG, 67 percent I-IIIs and 2 percent Cat IVs. This is absolutely achievable given your fine performance in FY 92. And nurse market conditions are changing in our favor. That mission will be 1,000 nurses in the Army Reserve and 257 Regular Army. Your team efforts there will pay off in continued quality health care for the Army family.

It should be no surprise that we will have critically few resources. Funds will become increasingly scarce as we do our part to get the country back in sound fiscal shape.

Cutting costs is everyone's business. Look around — see where you can save. Make suggestions. No amount saved is too small.

Telephone usage, travel, meals and lodging are a few areas to look for ways to cut expenses. For example, a reduction of 2 miles per day on each vehicle can save the Command \$500,000 for the year.

Similar results are achievable in other areas of our daily routines, but they must be identified, reported and implemented. *Everyone* must be a successful resource manager.

A Smaller USAREC

More reductions are expected, but we will maintain a force able to accomplish the mission. USAREC must draw down its fair share, just like the rest of the Army. The AGR strength will be hit hard with 151 cuts per year in FYs 93-95.

But this is not all gloom and doom. Before reducing the foxhole strength, the cuts will come out of the headquarters. We must all bear the burden of finding more efficient ways to conduct business with fewer people.

Stable and Strong

By comparison, USAREC in FY 93 will be stronger and more stable than we were in FY 92. Even though more early separations are expected this year, we do not expect as many as in FY 92. Recruiter strength will be reinforced with larger schoolhouse classes to help fill empty foxholes. Our friends at DA have promised to keep the Command at 100 percent authorizations, to include the filling of all AGR foxholes. And recruiting will remain a great environment to bolster your chances for promotion.

Along the Way to Continued Success



You will not be alone on your journey through FY 93. Many new programs, as well as the old faithful ones, will be at your fingertips, just waiting to be applied by you — the recruiting expert.

Voluntary Extension

Voluntary extensions provide a unique opportunity for good people to stay with the Command.

- Sergeants can extend for one year to achieve the recruiter ring and meritorious promotion.
- Staff sergeants can extend to stabilize or gain more time to consider conversion to 00R.
- Even those with assignment instructions may apply on an exception basis, but it's far better not to wait.

USAREC is unique — you won't find this deal anywhere else in the Army!

Rehabilitative Reassignment

Recruiting is a tough and, at the same time, a very rewarding profession. Therefore, when some recruiters are having trouble, a rehabilitative reassignment is in order. Understand, rehabilitation is for the 00R or cadre 00E who is a proven winner, but has had current production or leadership problems. This rehabilitation includes:

- A battalion-to-battalion move within the brigade.
- A change of environment to foster success.
- A 6-month retraining program.

The Army cannot afford to regreen replacements for seasoned 00R/00E recruiters. This second chance for long-term professional recruiters is a great opportunity for those needing it. However, there is a down side, and that is release from active duty if the change in environment and a 6-month retraining program doesn't succeed.

More for the Family

Family support will continue to be a priority effort.

- Family Advocacy Program
- Brigade chaplains
- Battalion family orientations

Chaplain support, long overdue, will be forthcoming in 1993. Each brigade will have a Unit Ministry Team comprised of a chaplain and an assistant to minister to our soldiers' and their families' spiritual needs. The brigade chaplain will also be the brigade's Family Advocacy Program Manager.

We also expect that local regulations restricting family support member travel in government-owned vehicles will be lifted.

Communication Strategy

All USAREC leaders have been asked to hammer away smartly and vigorously during FY 93 with the following communications theme:

"The Army will be smaller by 1995 and, because of that, it will have to be the best Army in the world. However, we still need smart young Americans in our Army. In fact, we will remain the country's largest employer and we are still hiring. The soldier is a national resource — to be used for defense, in business, in education, and for society."

Coalition Building

Beginning with FY 91, we saw our advertising resources, which provide direct support to recruiters, begin to dwindle. The decline continued in FY 92, and in FY 93 we will have about half of what we believe is necessary to register the Army advantages message in the minds of prospects and their influencers. Consequently, we must use our powerful coalition building potential to help fill the gap.

The individuals and organizations listed below are in a great position to talk about the soldier as a dynamite resource, not only for defense, but also for business, education and society.

- Public affairs officers and education specialists
- Civilian aides to the Secretary of the Army
- Senior AC and RC commanders
- Faculty and students at Army schools
- Installation commanders and staffs
- Veterans organizations and associations
- The USAREC family

Don't forget the USAREC family. No one is better equipped than you — the USAREC family — to spread the word about our great Army, and the fact that we are still hiring.

Coalition Building Blocks

- Stay in School/Stay off Drugs campaign
- Army Employer Network registrations
- Army Spirit of Nursing Awards
- National Convention Program
- Scholar/Athlete Program
- SASVAB
- CONAP
- JROTC
- Science and Engineering Fairs

This is a list of our major coalition building programs. I want to highlight just a few for you. First, we will continue to vigorously execute our Stay in School/Stay off Drugs national campaign. This is a proven winner for us, and it's a winner for America.

Second, your commanders, specifically, company commanders, have been asked to help register local businesses in the Army Employer Network. This will not only help our deserving soldiers who are transitioning back into the civilian work force, but it also gains us points of entry into a dynamite community relations asset — local business leaders.

The Health-Care Team

The health-care team is a combat multiplier for FY 93. All involved must pull their share of the load.

- Nurse recruiter — school programs
- Nurse counselor — centers of influence pool
- Company leadership team — reinforce recruiters
- Battalion leadership team — force alignment

United and synchronized, we can win. And when we win, the Army family continues to receive quality health care.

Use all your nurse tools — face-to-face prospecting, penetrate school markets with workshops, use hometown Army Nurse Corps officers and centers of influence pools. No gimmicks, smoke or mirrors. The basics, vigorously applied by smart recruiters taking the initiative, will pay great dividends. Use all of these available assets.

Army Reserve Initiatives

Much is happening in the FY 93 USAR arena. Regional recruiting is scheduled to begin in 2d quarter. This program links the soldier's Regular Army job with a troop program unit for future use — more bang for the recruiting buck.

The DTP program now mirrors the Active DEP program. Recruiters will not be required to replace losses identified early and taken prior to the 30-day window. The command DTP loss benchmark is 7 percent.

The Vacancy Potential Transcript is the best lead list to match prior service with the appropriate Reserve Component structure to expand your prior service market.

The Consolidated Leads List is now accessible by JOIN as a test in 1st Brigade. If the test is a success in 1st Brigade in the 1st quarter, we will go command-wide in December 1992.

Recruiting 2000

The recruiting process is becoming more automated to reduce the flash-to-bang time of a contract and increase productivity. Battalions and companies will be receiving notebook computers in 1993 and will be able to tie into the electronic mail system that is on the way.

FY 93 is the big year for ARADS and JOIN updates that, among many upgrades, will allow recruiters to get 200 card information from anywhere in the United States.

Recruiting 2000 moves ahead with development of the portable multi-media system for leads gathering. Also, a recruiter workstation is in development that will allow contracting on the road.

Finally, an early warning system, similar to the Volume II ESD report for reporting "odd trends," is under development.

Keep Planning



So there you have it — there's quite a bit happening to support you in the field. But all the support in the world cannot replace your detailed plan for mission accomplishment.

As you plan, keep the following points in mind:

DEP Savings — Every DEP loss avoided saves \$5,000 of your tax money. Reducing FY 93 DEP losses by half could save the taxpayer over \$38,000,000, not to mention all the time it could save you. Reduce DEP loss and reduce headaches and unnecessary stress.

Instant Productivity — Life is easier for everyone when everyone produces. Somebody has to take up your slack when you roll a zero. There are about 1,000 zero rollers per month; if they each produced one contract per month, we'd have 12,000 contracts. Always put at least one person per month in the Army. By being a team player, you provide interlocking fires for your fellow recruiter. His or her zero month may be your higher mission next month.

Market Tidbits — Money for college is still a big seller. Even though many think we are not hiring, hit those parents with the sales presentation — they know the value of college. The prospect knows we are drawing down and is often surprised to hear that we are still hiring.

Spread the word that we still have great job opportunities. High school students continue to have their eyes on college or vo-tech opportunities. We can provide both and money to boot. Talk with student nurses about their excellent advanced education and training opportunities in the Army.

The Year of Training


But every year is the year of training. Annual training conferences and school house courses are prime opportunities to learn some new recruiting techniques.

However, these opportunities mean nothing if you do not diligently plan your training. The individual training plan is a "how to" guide developed to assist leaders and trainers in the proper training of USAREC's soldiers.


The individual sustainment task program was established to satisfy two requirements: First, it puts USAREC in step with the rest of the Army by advocating sustainment training, and, second, it provides early identification of training weaknesses.

We plan to consolidate the recruiter-trainer NCOs. By consolidating the RTNCOs, their efforts can be more focused on the training hot spots.

The Platoon Sergeant System is currently being tested in 2d Brigade. Its objective is to determine if productivity is enhanced by streamlining management at the station level. This is our first endeavor into changing the management process in the spirit of Recruiting 2000.



United States Army Recruiting Command
Army - Service of Choice for
America's Youth and Employers



**It Gets
No Better Than
You...**

The Army Recruiter

Closing Thoughts

The Army recruiting business is in your hands. NCOs put people in the Army and the rest of us watch in respectful amazement as we strive to support the best sales force in the world.

It gets no better than you — the Army recruiter. My sincere thanks for a super FY 92 and my very best to each of you in FY 93.

MG Jack C. Wheeler, USAREC Commander

The Test

1. After commissioning a nurse applicant, how many copies of DA Form 71 are to be forwarded to HQ USAREC, ATTN: RCHS?

- a. three
- b. six
- c. two
- d. one

2.. How many days after the commissioning of a nurse applicant does the recruiter have to forward the DA Form 71 to HQ USAREC?

- a. 4
- b. 10
- c. 5
- d. 30

3. When telephone prospecting, you must be sure to have a good _____ plan.

- a. pre-call
- b. telephone technique
- c. blue printing
- d. handling objections

4. Recruiters prospect with the primary purpose of creating an interest in the Army and securing an appointment for a sales presentation.

- a. True
- b. False

5. If you want to know what the training philosophy of USAREC is, what regulation would you reference?

- a. USAREC Pam 601-18
- b. USAREC Suppl 1 to AR 350-17
- c. USAREC Reg 350-4
- d. USAREC Cir 672-9

6. DEP/DTP enlistees will be provided an orientation regarding Army programs and contractually guaranteed options not earlier than 3 working days and not later than _____ following enlistment.

- a. 5 days
- b. 5 working days
- c. 10 days
- d. 10 working days

7. What is the maximum time a DEP/DTP member is allowed to participate in a recruiting station's physical training program on a daily basis?

- a. 60 minutes
- b. 119 minutes
- c. 75 minutes
- d. 50 minutes

8. Who is responsible for notifying an IRR member that he/she must report to an Army recruiting station for screening?

- a. HQ USAREC
- b. USARPERCEN

- c. OCAR
- d. HQDA

9. What is the primary and secondary mission of the USAR Recruiting ADSW Program?

- a. Prospect for USAR leads
- b. Promote a partnership between the Troop Program Unit and recruiting personnel, and increased visibility in the local community
- c. Help in the construction of LRLs
- d. Take the place of regular paid drills

10. What regulation provides policy, procedures and responsibility in support of the Joint Optical Information Network (JOIN)?

- a. USAREC Reg 350-4
- b. USAREC Pam 350-4
- c. USAREC Reg 350-7
- d. USAREC Pam 350-7

11. What regulation references the Concurrent Admissions Program (CONAP)?

- a. USAREC Reg 621-2
- b. USAREC Reg 600-33
- c. USAREC Reg 105-1
- d. USAREC Cir 25-50

12. When can a USAR soldier start using his/her GI Bill benefits if they are enrolled in CONAP?

- a. Basic training
- b. Upon swearing into the USAR at MEPs
- c. After completing initial active duty for training
- d. After completing one semester with a 2.5 GPA

13. What regulation addresses Family Life Programs?

- a. USAREC Pam 608-3
- b. USAREC Reg 611-4
- c. USAREC Reg 27-2
- d. USAREC Reg 190-3

14. If a recruiter has a good idea that he/she uses in the recruiting of prospects/applicants and DEP/DTP maintenance and would like to share it with recruiters across the command, what regulation gives guidance on the procedures?

- a. USAREC Pam 601-18
- b. USAREC Pam 600-12
- c. USAREC Reg 601-56
- d. USAREC Reg 1-18

15. One of the most essential and difficult tasks facing recruiters is _____.

- a. follow-up interviews
- b. telephone prospecting
- c. unit referrals
- d. time management

(The answers to this month's Test can be found on the inside back cover.)

The way I see it . . .

Vision implies change. Change is upon us. We are better off to participate in change and to help shape it than to be dragged along by change. You can help shape the future and make it better. You know your job better than anyone. What are your ideas for improving operations? Share them on the space below and mail this according to the instruction on the back of this form, postage free. Please be as detailed as possible when citing examples for improvement. Recruiters, support staff and family members are encouraged to use this space to voice ideas and concerns. If you desire a direct response to your comments or suggestions, please include your name and address. Names are not required.

Teamwork: Working together as a team we can accomplish more than working as individuals. Share your vision for the future of the U.S. Army Recruiting Command. All forms are mailed to and received directly by the U.S. Army Recruiting Command Chief of Staff, Fort Knox, Ky.

HQ USAREC Fm 1825, 1 Jan 91

Fold here second and secure with tape

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HEADQUARTERS
U.S. ARMY RECRUITING COMMAND
FORT KNOX, KENTUCKY 40121-2726

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Fold here first

Soldier mentors

— *joining the Army isn't everything*

"Right now, it's not important that you join the Army," SSG Kenneth Rosier, Greens Road (Texas) recruiter, told the heartbroken applicant. "What is important at this point in your life is your health in the days, months and years ahead."

Kaye Brown, a recent graduate of McArthur High School, fought back tears of sadness as she heard Rosier's words and realized her dream of becoming a soldier had rudely and abruptly ended. With shaking hands, she read once again the final confirmation letter from the MEPS doctor stating that a blood test had revealed she had contracted the HIV virus.

"She was an outstanding applicant who had passed all required tests, except that of weight," Rosier said. "Determined to get down to her Army weight standard of 135 pounds, she worked out strenuously for 45 days," he continued. "I, along with other Greens Road recruiters, gave her moral support and encouragement, even to the point of exercising with her."

When Rosier phoned Brown to find out about her dieting, she read him a letter she had received from the MEPS doctor. The doctor requested that she come in immediately for a medical consultation concerning her blood test.

After seeing the doctor and hearing the devastating results, she decided to have MEPS do another test. Unfortunately, results were the same. Kaye Brown had indeed contracted the HIV virus.

"Her mother, Carol, who lives in Houston, and her father, who lives in California, plus numerous friends, have given Kaye a great deal of support," said Rosier, "and will continue to do so in the future. But, Kaye is very hurt that the boy she was dating has not called her or even tried to see her to offer any type of emotional support."

Realizing the importance of educating the young people of today about sexual responsibility, Kaye has told her story on "Gerald," "City Under Siege," and CBS "This Morning." She also spoke to Ebony Magazine and

may appear on "Donahue."

Rosier and Kaye were also interviewed by the University of Texas Health Science Center for their UT/TV in-service educational video, "Personal Glimpses." This video is part of the curriculum guide used by Texas teachers entitled, "Education for Self-Responsibility III: Prevention of HIV/AIDS and other Communicable Diseases," which stresses the best way to deal with HIV positive students.

Also, a health news reporter from Houston's Channel 11 taped an interview with Rosier and Kaye for a story to be aired at the end of the month in an effort to educate the public about the HIV virus in women.

At the present time, Kaye is enrolled in Texas Southern University majoring in business administration. She is also a member of the Houston AIDS Foundation, and gives lectures and talks to many organizations on the need for sexual responsibility and taking charge of one's own life.

Rosier's life has also dramatically changed since his knowledge increased about the dangers of HIV. He is presently working with members of Holy Trinity Church in the Acres Homes area who provide various outreach programs for the young people of today.

"The church invited Dr. Marily Hamilton, a counselor with the Alcohol and Drug Abuse Preventive Techniques Program, Prairie View A&M University, to speak to the people of Acres Homes on the many social problems facing individuals," Rosier said. "Hopefully, with Dr. Hamilton's help and the support of members of the AIDS Foundation, solutions can be found, so other individuals will not have to go through the anguish of finding out about this terrible illness."

For his support and encouragement to Kaye Brown and help in the education of the general public, Rosier received an Army Commendation Medal from COL Johnnie B. Hitt, 5th Recruiting Brigade commander.

Jeanne Fitzgerald, Houston Bn A&PA



SSG Kenneth Rosier (Photo by Jeanne Fitzgerald)

America 2000

Working for

A movement is alive in America, an educational crusade that is set to move America forward into the next century. Never before have we as a nation devised a bold education strategy. Commissions and studies have come and gone bemoaning the fact that American schools and American students do not meet world class standards.

Nine years ago in 1983, a study by the Department of Education declared America as a "nation at risk." This and other studies discovered that 50 percent of our 18-year-olds do not have the knowledge or skills to find or keep a job, that the dropout rate hovers around 30 percent and even exceeds 50 percent in many inner cities. Of those students who do graduate, roughly 700,000 cannot read their diplomas. Only 50 percent of the graduates compute well enough to use decimals and fractions or recognize geometric figures.



An Education Strategy

America

The studies have made Americans recognize and appreciate the problems facing education but, in and of themselves, they have done nothing to solve them. The problem calls for a national plan for education reform. It is difficult to sustain and implement a national master plan for education reform, because in the United States schools are locally controlled. The federal government, the states and the communities wish to maintain local control.

There are 16,000 school districts and 110,000 public and private schools in the U.S. How can changes be made in all these? How does America build better and more accountable schools? Who needs to be involved?

The answer to these questions is the development of a consensus for better and more accountable schools. At the same time encourage all elements of the communities — families, businesses, unions, places of worship, neighborhood organizations, and other voluntary associations — to work together with the schools to help the nation achieve educational excellence.

President George Bush announced **America 2000: An Education Strategy** on April 18, 1991. **America 2000** is a long-term strategy to make this nation a competitor once again. The President and the governors adopted six national education goals that will close the skills and knowledge gap by the year 2000. The national education goals are:

1. All children in America will start school ready to learn.
2. The high school graduation rate will increase to at least 90 percent.
3. American students will leave grades four, eight, and twelve having demonstrated competency in challenging subject matter.
4. American students will be first in the world in science and mathematics achievement.
5. Every adult American will be literate and will possess the knowledge and skills necessary to compete in a global economy and exercise the rights and responsibilities of citizenship.
6. Every school in America will be free of drugs and violence and will offer a disciplined environment conducive to learning.

The achievement of **America 2000** goals depends upon the strong and long-term commitment of all Americans. **America 2000** is a national strategy, not a federal program. It honors local control, relies on local initiative, and recognizes the private sector as a vital partner. Some of the vital partners in this strategy are government officials, educators, local community, parents, and the business community.

The U.S. Army Recruiting Command with its "Stay in School/Stay off Drugs" campaign can associate itself with two of these goals. As a future employer, the Recruiting Command is concerned with the product of American schools. The Baltimore Recruiting Battalion has publicly established coalitions with over 300 schools within the battalion. They were also invited to join the **America 2000** Coalition and the Center for Workforce Preparation and Quality Education, an affiliate of the U.S. Chamber of Commerce.

As a concerned citizen and employer, the Army should become involved in working towards the goals of **America 2000**. If we want to keep America strong militarily and develop the most efficient industrial production system in the world, we have to develop the best education system in the world.

Bill Kunisch, HQ USAREC A&PA

Video vision

— USAREC's new training tool

No instructor is required. The lessons can be done at your own speed; you can adjourn and resume at a time that is convenient to you. You actually interact with expert recruiters in real life situations. This is just a brief description of a technology new to HQ USAREC called Interactive Videodisc (IVD) training.

IVD provides well-defined instruction by combining a desktop microcomputer (JOIN) and the videodisc player. The microcomputer leads the instructional process and records the responses to provide a permanent progress report. The videodisc supplies the television-like image and sounds.

Interactive videodisc training is the latest technology for USAREC in individualized training. It will teach Army recruiters how to improve their recruiting/prospecting skills. "Recruiters will actually interact with successful recruiters and be put into real situations where they'll be in control of the outcome," said SFC Larkin Oakes of the HQ USAREC Training Directorate and project manager for the development of IVD. "This new system will be a great asset to recruiter training."

The pilot project IVD subject is face-to-face prospecting. It combines the skills of many seasoned recruiters who were involved in producing this project.

Within the IVD, the recruiter will be trained in four areas with either tutorials or lesson modules. The areas are:

- Pre-Planning/Time Management
- Cold Call Prospecting
- High School Prospecting
- High Grad Prospecting

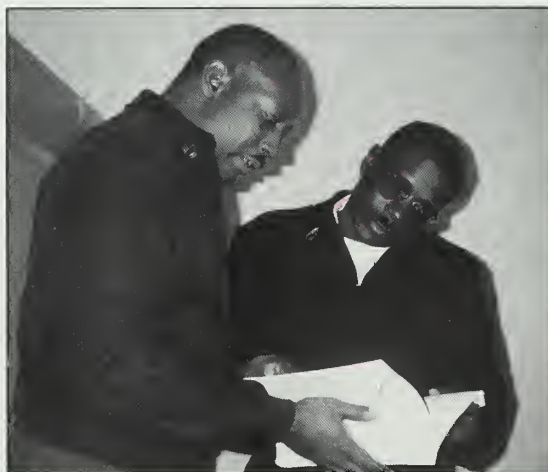
Pre-Planning/Time management

During this tutorial, the recruiter will be taught various pre-planning and time-management functions in the fictional Huntsburg Recruiting Station. Some of the functions covered will be determining face-to-face prospecting mission requirements, preparing the correct RPIs, choosing the appropriate locations to prospect and planning to see and cultivate Centers of Influence (COIs).

A narrator will provide commentary as you make selections to plan and organize face-to-face prospecting missions. As the narration continues, the recruiter-student will see a video of the recruiters in the field as they carefully execute the planned face-to-face prospecting missions. The recruiter-student actually participates by answering several multiple choice questions regarding these missions.

Modules

Once the recruiter-student selects one of the three modules, he or she will complete a five-question pre-test. Following the pretest the recruiter-student views a video demon-



SFC Larkin Oakes and SFC Roylando Smith review a script during the filming of IVD. (Photos by Vernetta Graham)



SGT Smith of the fictional Huntsburg Recruiting Station, SFC Oakes and Susan Baronoff, producer, discuss a scene of the IVD before the taping.

stration showing an experienced recruiter conducting ideal face-to-face, cold call, high school and/or high grad prospecting. If the recruiter receives a maximum score on the pre-test, then he or she can choose to skip the demonstration.

After the demonstration, the recruiter-student is faced with the simulation practice. This is where the recruiter-student (represented by the video camera) actually interacts with an expert recruiter (either SSG Walski, SSG Nelson, or SGT Smith) as well as potential recruits as they venture out into the field.

These recruiters will directly interact with the recruiter-student. They will share recruiting techniques and will permit the recruiter-student to take part in conversations with potential recruits.

The recruiter-student will have to make decisions during six important junctures of the face-to-face prospecting modules. Two junctures will ask the recruiter-student to make minor decisions requiring only a true/false or multiple choice answer. The remaining four junctures will ask the recruiter-student to make more challenging decisions.

If a correct choice is made, the simulation practice will move toward a successful conclusion, which is usually making an appointment with at least one potential Army enlistee. If an incorrect choice is made, the simulation practice will show alternative videos. During this video, the recruiter-student is shown the consequences of the incorrect decision.

In addition to asking the recruiter-student to make critical prospecting choices throughout the simulation, the recruiters of the Huntsburg Station will share bits of wisdom that enabled them to succeed in their work.

Critique

At the end of each simulation there will be a critique check. This is an evaluation of the recruiter-student's performance throughout the simulation practice. During the critique, a still video that accompanied each decision-making juncture of the simulation will be shown while the voice of SFC Goode comments on the choices made.

Post-Test

Once the recruiter-student has completed the tutorial and each module, he/she will take a 20-question post-test. Each question is worth five points for a total score of 100 points. Recruiter-students who pass the post-test are awarded computer-generated icons of a silver recruiter badge, a gold recruiter badge or a recruiter ring.

The post-test answers will indicate the recruiter-student's weaknesses in a particular module. Then the recruiter-student is automatically shown the entire demonstration of a module or tutorial that addresses his/her educational shortcomings.

A recruiter-student may be required to retake the tutorial or any of the modules. If this happens, the recruiter-student is challenged by 20 entirely new questions during the second attempt at the post-test.

This new training tool is scheduled for release to the field in February.

Research indicates that effective IVD training has a greater retention rate than typical group instruction. And, because a wide range of usual and unusual situations can be simulated lively and realistically, the recruiter practices all the skills he/she may need. "Recruiters will actually be able to train and refresh their skills at their own pace. IVD will revolutionize recruiter training," stated Oakes.

Vernetta Graham, RJ staff



SGT Smith prepares for another take.

The New York City Battalion took the occasion to host a mega-DEP function during the annual Columbus Day Parade. More than 400 DEP members participated in the event. (Photo by Ray Aalbue)



Army makes wish come true

■ The Milwaukee Battalion, along with Fort Knox, made a dream come true for a physically challenged young man by making him an honorary soldier.

Mike E. Faller Jr. flew to Fort Knox, Ky., to oversee training operation, view tanks and other Army equipment and bunk with cavalry soldiers.

Faller, 18, of Chippewa Falls, Wis., suffers from spina bifida and is confined to a wheelchair. Faller contacted the Make-A-Wish Foundation, but they can only provide support to children under the age of 18. So, the Make-A-Wish representative contacted Milwaukee Battalion.

Milwaukee Battalion executive officer, MAJ Dennis Huffman, drove forward to expedite this young man's dream. Clearances were quickly obtained and the final powers approved.

"Our endeavor is a humanitarian effort," said Huffman, and we want to show Wisconsin that the Army cares," he said. "But even more, Faller can serve as a spokesperson

for the Army back home. By seeing the high quality soldiers and equipment we have, he'll be a living testimonial, a center of influence to other young adults and his friends."

The Milwaukee Battalion swore in Faller as honorary sergeant during an award ceremony, but upon his arrival at Fort Knox he was promoted to brigadier general.

SGT William Miracle, Mil-

waukee Battalion Supply, was an escort to Faller while at Fort Knox. He ensured that Faller was cautiously moved in and out of his wheelchair. "The guys from A-Troop moved him effortlessly," said Miracle.

"This is great. This has been beyond my life's dream of being in the military," stated Faller during his visit to Fort Knox.

Carol Haubrich, Milwaukee Bn A&PA



LTC Terry Tipton, PFC Ronald Brossman, MG Jack Wheeler and Mike Faller pose after Faller is made an honorary brigadier general. (Photo by Carol Haubrich)

Patriot support

■ Recanting life experiences is sometimes a good way to grab the attention of young people and to teach them valuable lessons. It also doesn't hurt if you're a successful, talented, three-time National Football League (NFL) Super bowl player.

Randy Robbins, defensive back for the New England Patriots, took advantage of both situations on October 20 to speak to students at Oliver Ames High School (Mass.), about the importance of staying in school and staying off drugs.

Robbins, although new this year to New England, played 8 years previously for the Denver Broncos. The University of Arizona alumnus was privileged enough to receive a full football scholarship to college, to get drafted by the NFL and to be a part of three Super Bowls. Still, he wants students to know he's also experienced the darker side of life.

Robbins explains to students how he has lost close friends be-

cause of drugs. "A very good friend of mine who played for the Cleveland Browns died a few years ago from a drug overdose the night before his wedding," he said, "Drugs are out there. They don't care who they hurt or who they kill; they have no feelings."

He also stresses to students the importance of an education. "The world is tough, but an education makes it a lot easier to deal with," Robbins said.

The speaking engagement was orchestrated by SSG Steven Myers, Brockton (Mass.) recruiter. Myers has worked over the last 8 months with the Patriot organization to schedule players to talk to schools regarding the Stay in School/Stay off Drugs message.

Myers said all the hard work and organization was worth the time. A football signed by Robbins was also given away. "The kids and the school were very positive about the program," said Myers.

Myers said the members of the Patriots are scheduled to appear with recruiters in approximately 10 more schools over the next several months.

Bobbie Galford, Brunswick Bn A&PA

The New England Patriot's defensive back, Randy Robbins signs an autograph, while SSG Steven Myers watches. (Photo by Bobbie Galford)



SPC Rodney Smith dangles team partner SPC Martin Strimska during a clinic. (Photo by Cindy Weaver)

Wrestling with the Army

■ The Olympic bronze medalist and Army wrestler SPC Rodney Smith delivered the Stay in School/Stay off Drugs message with conviction. The students of Pebblebrook High School listened intently in the late summer heat of the Smyrna, Ga., school gymnasium.

Smith was one of four All-Army wrestlers from Fort Benning, Ga., who toured 12 metro Atlanta high schools during a week in September.

Recruiters from Atlanta, Athens and Marietta companies divided the wrestlers into two-man teams. They launched into a week-long schedule of classroom sessions that combined wrestling clinics with an inspirational message of self-discipline and goal setting.

During his presentations, Smith told the students that being in the Army has afforded him the opportunity to excel in wrestling. "As a soldier you learn strict discipline and that's very important in or training for wrestling too."

Cindy Weaver, Atlanta Bn A&PA



LTC E. Gary Campbell, Nashville Battalion commander, helps with the scissors as Congresswoman Marilyn Lloyd of Tennessee snips the ribbon at the grand opening of the Hixson Recruiting Station October 16. Standing between Campbell and Lloyd is Chattanooga City Councilman John Lively, and to the right, Marsha Martin, manager of Northgate Mall, location of the new station. (Photo by Jean Hilderbrand)



Youngsters from the community enjoying a HMMWV provided by Fort Eustis. (Photo by Sara Kirk)

Staying in middle schools

■ To reach the young people in the Hampton Roads area of southeast Virginia, the Raleigh Recruiting Battalion kicked off its 1992-93 Stay in School/Stay off Drugs campaign at the Hampton YMCA's youth festival in Norfolk.

At the festival, the Norfolk Recruiting Station was supported by Army assets from Fort Eustis, TRADOC and the 18th Field Hospital Unit. Encouraging young people to remain in school and stay free of drugs was the emphasis of the day. Close to 100 youngsters stopped by the exhibit table and talked to SFC Susan Atkins and SGT Benny Harris.

When they were not dancing to the music provided by "TRADOC ROCK" the youth were jumping in and out of the HMMWV and turning on the siren of the MP vehicle.

Hampton Roads mayors and board of supervisors helped the recruiters drive home the Stay in School message, proclaiming September 14-18 as Stay in School/Stay off Drugs Awareness Week.

During the week, recruiters were asked to take the Stay in School message to the classrooms.

The middle school was unfamiliar for the recruiters; nonetheless, they held their own. "I think that the students gained some good insight into their futures," said SGT Charles Hickson, Portsmouth Recruiting Station.

Many young people in the Norfolk Company area have heard the Stay in School message with even more presentations scheduled.

Sara Kirk, Raleigh Bn A&PA

HOT MESSAGES

RECUSAR message 92-087, Part II, Policy Issues (IRR Transfers and ARPERCEN Liaison Team). The purpose of this message is to provide guidance to the field force concerning problems that occur in processing Individual Ready Reserve Transfers and Reenlistments, and to reinforce correct procedures in dealing with the USAREC Liaison Team.

RECUSAR message 92-089, Request for Correction of Selected Reserve Incentive Program (SRIP) Bonus Authorization. The purpose of this message is to inform the field force, guidance counselors, and operations personnel of the procedures to follow when an applicant claims he/she is entitled to an incentive under SRIP. All such requests will be submitted through the soldier's chain of command to headquarters, Forces Command (FORSCOM).

USAR GUIDANCE COUNSELOR TRAINING

A series of training sessions are being conducted to bring all USAR Guidance Counselors up to date on the latest policies and procedures. The training is being conducted by Reserve Affairs Policy, Production and Seats section. Recruiting Brigade Operations were the first to receive training (28-29 Oct). Training is conducted in small group sessions of six GCs in hands-on training for one day and 12 GCs in classroom training for one day.

We will run a series of questions and answers in the upcoming publications so that all views are shared.

Applicants that are processed for 1-10 exceptions are holding 2 reservations, 1 RA and 1 USAR; when should the Guidance Counselor cancel USAR training reservation?



The Senior Guidance Counselor must ensure that for every 1-10 enlistment as shown on the "REPORT" he/she has an RPCNCL2 showing the USAR cancellation. This will be accomplished the same day as the RA reservation.

When an individual processes for the alternate training program they are required to have a letter from the school they are attending. Is it also necessary to have a letter from the college they plan to attend?

Yes, RECUSAR message 92-048, Processing Applicants for the Alternate Training Program, requires both. In the event that an applicant has not selected the college he/she will attend or has several colleges in mind, the applicant is required to provide a starting date for each college. The reservation will be made for the earliest college/school start date. This prevents applicants from being returned by the training base due to conflicts with training and school.

CAREER MANAGEMENT FIELD CHANGES

Several changes in Career Management Field (CMF) have occurred. Recruiters need to alert DTPs of the change in course length. Orders will be amended by the Guidance Counselor/MEPS.

Old MOS	Course Length	New MOS	Course Length	Effective
31K	10 wks	31U	17 wks	1 Oct 92
31V	12 wks/1 day	31U	17 wks	1 Oct 92
76C	10 wks	92A	13 wks/1 day	4 Jan 93
76P	8 wks	92A	13 wks/1 day	4 Jan 93
76V	8 wks	92A	13 wks/1 day	4 Jan 93
76X	7 wks	92A	13 wks/1 day	4 Jan 93
76Y	8 wks	92Y	8 wks	4 Jan 93

31U Signal Support Systems Specialist

92A Automated Logistical Specialist

92Y Unit Supply Specialist

All individuals previously enlisted have been transferred into appropriate MOSs without regard to change in qualifications.

CG's Team Excellence, 4th Quarter, FY 92

1st Brigade

ALBANY BN

Europe

BALTIMORE BN

Columbia

Landover

NEW YORK CITY BN

Queens

RALEIGH BN

Norfolk

2d Brigade

BECKLEY BN

Roanoke

JACKSONVILLE BN

Valdosta

MIAMI BN

Miami

MONTGOMERY BN

Birmingham

Dothan

Mobile

Montgomery

JACKSON BN

Hattiesburg

CG's Team Excellence, FY 92

1st Brigade

ALBANY BN

Europe

BALTIMORE BN

Columbia

Delmarva

Baltimore

Frederick

Landover

Richmond

Washington

BRUNSWICK BN

Bangor

Manchester

Portland

Northshore

Providence

HARRISBURG BN

Carlisle

Harrisburg

State College

NEW YORK CITY BN

Queens

PITTSBURGH BN

Fairmont

SYRACUSE BN

Rome

COLUMBIA BN

Columbia

Charleston

RALEIGH BN

Fayetteville

Greenville

Raleigh

2d Brigade

JACKSONVILLE BN

Daytona Beach

Valdosta

MIAMI BN

Miami

Jupiter

MONTGOMERY BN

Birmingham

Dothan

Mobile

Montgomery

JACKSON BN

Hattiesburg

TAMPA BN

Tampa

5th Brigade

SAN ANTONIO BN

Corpus Christi

San Antonio West

San Antonio East

6th Brigade

PHOENIX BN

Tucson

LOS ANGELES

Oxnard

SANTA ANA BN

San Bernardino

San Diego South

San Diego North

Redlands

Rings

ALBANY

SSG Michael E. Griggs
SFC Billy Lansberry
SFC Donald Bostrom
SSG Steven Cantell
SSG Janos I. Kurunczi
SSG Robert Dutton
SFC Raymond Kilwiec
SFC Glenn L. Adams
SFC Eric J. Bjornberg
SFC Michael E. Cattelier
SFC Kenneth M. Lang

ALBUQUERQUE

SSG Gregg Funk
SFC Alberto Velazquez

BALTIMORE

SSG Sandy R.P. Johnson
SFC William Smith
SSG Sineon R. Green III
SGT Claue Brown
SSG Stephen Nelson
SSG Tony Hileman

BRUNSWICK

SFC James Shaffer
SFC George J. Lavoie
SSG Alfred G. Flores
SFC Greg Mooror
SSG Alan Migneault

CLEVELAND

SGT Mark Luckers
SFC Bernard O. Edwards
SFC Michael C. Herndon
SFC Eliezer Barrio
SFC Janice C. Capezzuto

COLUMBIA

SSG Alexander Moore
SFC Jeffrey Webster

COLUMBUS

SFC Eddie L. Battle
SGT Lester W. Coleman
SSG Kenneth E. White
SFC Thomas C.
Rosenberger

DALLAS

SSG Mark A. Hanshaw

DENVER

SSG James E. Isaacs

DES MOINES

SFC Gerlad R. Wicks
SSG Roy D. Daniels

INDIANAPOLIS

SSG David Lewis
SSG Len E. Godwin

JACKSON

SSG Ronald D. Steele
SFC Freddie Bailey
SFC Leonard Thompson
SFC Donald F. Daniels

JACKSONVILLE

SSG Victor Alvarado-
Rivera
SSG Michael O'Connor
SSG Bryan D. Campbell

KANSAS CITY

SFC Craig A. Baker
SFC David O. King

LANSING

SSG Joseph D. Walker

MIAMI

SSG Jose Rivera-Arroyo
SGT Milton McGruder
SFC Michael Hyre

MILWAUKEE

SFC John F. Dutcher
SFC Guy M. Genske
SFC Jeffrey Howell
SSG Anibal E. Maldonado

MONTGOMERY

SSG Billy D. Smith
SFC Dwight E. Bailey

NASHVILLE

SFC Kimbrew Murrell

NEW YORK CITY

SFC Carl Slade
SSG Lester Rodriguez
SFC John L. Lawyerson

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SSG Tony D. Vaughn
SSG Rickie Tucker
SSG John Dupilka

OKLAHOMA CITY

SFC Danny J. Daniels

PHILADELPHIA

SFC Laura Gatewood

PHOENIX

SSG John D. Fisher
SFC Corinne Purucker
SGT Barry Gray

SFC Peter Buckles

PITTSBURGH

SSG David C. Rogers III
SFC Ronnie L. Hamilton
SFC Ray H. Clore

RALEIGH

SSG Thomas E. Walker

SACRAMENTO

SFC Dren Johnson

SALT LAKE CITY

SFC William R. Foster

SAN ANTONIO

SSG Gilberto Velazquez-
Ruiz

SSG Tommy Figueroa

SANTA ANA

SSG Tyrone McFadden
SFC James N. Wells
SSG Patrick Riley
SSG Hershell Earnest

SEATTLE

SSG Thomas Hunnefeld

SYRACUSE

1SG Pablo Rivera-Rivera
SSG Arthur Robinson
Mr. Robert C. Knapp
SSG John A. White

TAMPA

SFC Robert Hanson

Gold Badges

ALBUQUERQUE

SSG Daniel Peterson

ATLANTA

SSG John E. Senn
SSG Kleckley Pointer
SSG Richard A. Smith Jr.
SSG Freida D. Israel

BALTIMORE

SSG Joseph W. Birch IV
SFC Debra L. Liles
SGT Charles E. Dossett
SGT Jacqueline Wasson
SSG Keith L. Seidler

BRUNSWICK

SGT Clayton L. Reed
SFC Kenneth R. Greene
SGT Frank R. Macrae
SGT Barry O. Mandell
SFC Donald H. Burke
SSG Anthony J. Botelho

CLEVELAND

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SSG Paul E. Shrieves

COLUMBIA

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SSG Larry D. Horns
SGT James L. Hawkins
SGT Ronald L. Bradley
SGT Joseph S. Blando
SSG Victor V. Vaughn
SSG Daniel Blunt Jr.
SSG Benjamin F. McGill
SSG Yvonne D. Sims
SSG Gary V. Hancock
SFC Rae I. Batiste
SSG James E. White Jr.
SGT Johnny T. Cook

SGT Derrick Hawes

COLUMBUS

SSG Mitchell J. Smith

DALLAS

SSG John G. Gehrke
SSG Darren R. Sherrard
SGT Pete A. Arroyo
SSG Robert G. Dow

DENVER

SSG Thomas J. Cordell

DES MOINES

SSG Onnie D. Green

HARRISBURG

SSG Kenneth W. Malone
SSG Jerome A. DeJean
SSG Michael A. Piccioni
SGT Peter J. Miller
SGT Christopher R. Atwood
SSG Jeffry S. Stivers

HOUSTON

SFC Solomon J. Brookins
SSG Jacqueline R. Lovell

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SSG Roderick A. Shreve
SGT Joe N. Johnson Jr.

JACKSON

SSG Wayne Santos
SFC Dennis C. Money

JACKSONVILLE

SGT James Kaffenberger

KANSAS CITY

SGT Curtis T. Smith

LANSING

SSG Paul E. Lee
SSG Thomas E. Hopkins
SSG Todd M. Shepherd

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SSG Phillip L. Stokes
SSG Carlos F. Roman
SSG Johnnie L. Coleman

MIAMI

SGT Keith Bragg

MILWAUKEE

SGT Evelyn M. Guy

MINNEAPOLIS

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SSG Lawrence Bouchard
SSG Eugene G. Novak Jr.
SSG Robert E. Borden
SGT Timothy J. Burley
SGT Michael J. Lynch
SGT Kevin D. Sweatt

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SGT Sylvia Mitchell
SSG Thomas Smith

NASHVILLE

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SGT Scott G. Jensen
SSG Pamela A. Wheatley
SSG Alfredo Gonzalez
SSG Alice M. Watkins
SSG Mark E. Wright

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SSG Eugene E. Lloyd
SFC Joseph Dimatteo

OKLAHOMA CITY

SGT David M. Swinson
SGT Steve H. Phillips
SSG Karl G. Pierce

PHILADELPHIA

SSG Gifford Miles

PHOENIX

SSG John Hanson
SGT David A. Marsteller
SGT Randy O. Knight
SFC Wayne L. McMillan

PITTSBURGH

SFC Richard Turner
SGT Todd E. Alexander
SGT Russell C. Clark
SGT Ralph J. Chubbuck
SSG Glenn A. Bowman
SSG Thomas D. Poirier

PORTLAND

SSG Michael J. Roy
SSG David Q. Dydasco
SSG Martin J. Seay
SSG James E. Markeson

RALEIGH

SGT Timothy Moore
SSG Dwayne Wood
SSG James E. Johnson

SAN ANTONIO

SGT Robert T. Rinell
SGT Tony Trevino

SEATTLE

SSG Dale W. Rasler
SSG Randy D. Archer

SYRACUSE

SGT Robert D. Rawlings
SGT Timothy C. Roberge

RSC Schedule

RSM December

Cinema Vans

ALBUQUERQUE, Dec 1 - 18
ATLANTA, Nov 30 - Dec 18
COLUMBIA, Dec 1 - 18
HOUSTON, Dec 1 - 18
INDIANAPOLIS, Dec 1 - 18
LOS ANGELES, Dec 1 - 18
MONTGOMERY, Dec 1 - 18
SALT LAKE CITY, Dec 1 - 18

Cinema Pods

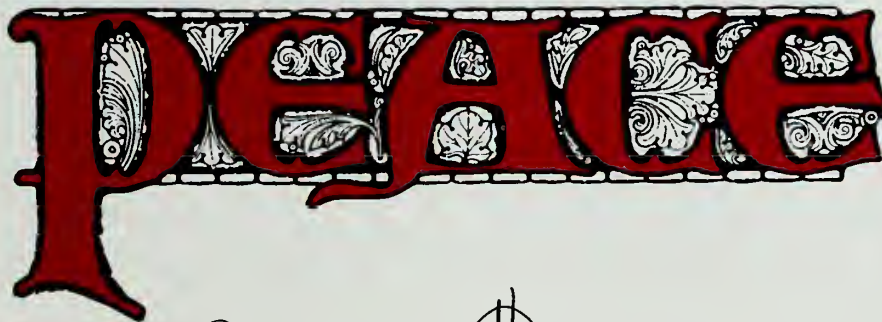
ALBANY, Nov 30 - Dec 11
BALTIMORE, Dec 7 - 11
LOS ANGELES, Dec 1 - 11
MIAMI, Dec 1 - 18
OKLAHOMA CITY, Dec 1 - 11
PHILADELPHIA, Dec 1 - 18
SYRACUSE, Dec 1 - 11

High Tech

SACRAMENTO, Dec 2 - 18

Answers to the Test

1. a, USAREC Reg 601-37, para 12-4(g)
2. c, USAREC Reg 601-37, para 12-4(d)
3. a, USAREC Pam 350-7, para 6-3(b)
4. a, USAREC Pam 350-7, para 6-1
5. c, USAREC Reg 350-4
6. d, USAREC Reg 350-6, para 6-2a(1)
7. b, USAREC Reg 601-95, para 5-8(c)(3)
8. b, USAREC Reg 140-4, para 6(a)(1)
9. a and b, USAREC/USARC Reg 601-72
10. b, USAREC Pam 350-4
11. a, USAREC Reg 621-2
12. c, USAREC Reg 621-2, page 6
13. a, USAREC Pam 608-3
14. a, USAREC Pam 601-18
15. b, USAREC Pam 350-8, para 5-1(a)



*Best wishes for the
holidays
from the Recruiter
Journal staff*

Kathleen *Kenneth*

Paul

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